

Intent and Intention

To get the best results from others, emotionally healthy leaders have a belief about how they want to “be” with a group (self), and what the people can achieve as a group, given the opportunity and the environment has been set up for the group to perform to their best.

This belief can be illustrated in two ways: through *intent* – what the leader expects from themselves as the official “guide” of the process and their *intention* – what they affirm or believe for the group to ensure they get best out of them.

Intent – how a leader wants “to be” with the group – objective, seamless, engaging

- Role model the behaviours that support constructive conversations
- Put my ego aside - it’s about the group, not the leader
- Informed and confident (a well designed process can be trusted)
- Unobtrusive /invisible (the group says – “we did it ourselves”!)

Intention – what the leader believes for the group

- People want to do the right thing (heard and valued)
- Groups make better decisions (than an individual alone)
- Everyone’s opinion is valid, equal, regardless of position
- There is wisdom within the group that can be shared and acknowledged
- Groups can manage their own behaviour if given the right meeting environment and tools
- Commitment to action is higher when people have been involved in decisions that will impact them

Think of a way you currently lead a group or team that you would like to change. Briefly describe the situation:

What is your intent as a leader? How do you want “to be” in that situation?

What is my intention for the group? What do you believe for the group??